



## **Summary of Components, Timeline and Estimated Costs for the First Three Years of A+ Implementation in North Carolina**

### **Introduction**

The A+ Schools Program began in North Carolina in 1993 with two pilot schools that were the inspiration for the development of the current 41-school statewide Network. Initial implementation is a three-year process, after which schools continue to work with A+ staff to collaboratively plan professional development to sustain and strengthen their A+ School over time. A+ also works with other states to develop large statewide A+ Networks similar to ours, or to develop one or two schools as pilot A+ Schools for their district, region or state. We will assist you in planning the scope and development of your initiative.

### **Overview of Key Components of Implementation**

**A+ Institutes:** While becoming an A+ School is a process that involves the entire school over several years, the key event that launches a school into their first year of A+ implementation is a five-day A+ Institute for all staff members. The Institute is conducted by our A+ Schools Program staff and designed to prepare your staff, including teachers, administrators, specialists and teacher assistants, to begin implementing the eight A+ Essentials™, the key philosophical commitments made by A+ Schools. Fifteen years of Program evaluations from teams of researchers and from participants have identified the five-day Institute as a transformative process and the primary change agent in becoming an A+ School.

In years two and three, schools attend a three-day, whole-school A+ Institute. In subsequent years schools attend a one, two or three-day Institute as needs and resources indicate.

**Pre-Institutes:** Prior to the initial five-day Institute, however, schools participate in two Pre-Institutes conducted by A+ Schools Program staff and designed to assist schools in making an informed decision about becoming an A+ School. These are hands-on, experiential workshops that have proven to be a key step in developing the staff buy-in and level of commitment needed for successful implementation and sustainability of the Program. The Pre-Institutes are valuable professional development for schools even if they decide not to pursue A+.

**On-site professional development:** During each school year, A+ Schools Program staff conduct on-site professional development designed collaboratively with individual schools. Schools learn to conduct self-assessments to determine their particular needs and goals for each year.

**A+ Network:** One of the strengths of the A+ Schools Program is the networking of A+ schools that provides mutual support while they work to become successful arts-based schools. In North Carolina, and in other states with which we have worked, we have developed a strong A+ Schools Network that includes within it a network of A+ principals, coordinators and A+ Fellows (professional development facilitators) who meet at least twice annually to share successful practices and guide the Network.

## **Estimated Costs**

Below is a timeline and overview of the estimated costs for professional development and participation in the A+ Schools Network. An approximate 5% increase in costs is reflected in Years Two and Three. Please note that there could be subsidies available for schools entering the A+ Network, and should funding be available, costs will be re-negotiated to reflect any available discount.

### **1. ESTIMATED COSTS OF PROFESSIONAL DEVELOPMENT**

#### **PLANNING AND PRE-INSTITUTES**

- Planning Meeting with senior A+ Schools Program staff at your site – late fall or early spring  
Estimated costs (travel expenses only) - No Cost to School, Network Contribution\*\*
- Pre-Institute I for entire school staff at your site - late fall or early spring
- Pre-Institute II for entire school staff at your site – early or late spring

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<b>Estimated Total Planning and Pre-Institutes</b>	<b>5,600</b>
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#### **YEAR ONE**

- Five-day Institute for entire school staff – summer  
Estimated costs, not including **\$50 per participant** materials fee\* 19,900
- On-site follow-up at school during school year  
Estimated costs 4,100
- Pre-Conference (Institute) Planning at school – spring 900

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<b>Estimated Total Five-day Institute and Follow-up</b>	<b>24,900</b>
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<b>ESTIMATED TOTAL YEAR ONE</b>	<b>30,500</b>
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#### **YEAR TWO**

- Three-day Institute for entire school staff – summer  
Estimated costs, not including **\$30 per participant** materials fee\* 11,500
- On-site follow-up at school during school year  
Estimated costs 4,200
- Pre-Conference (Institute) Planning at school – spring 900

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<b>ESTIMATED TOTAL YEAR TWO</b>	<b>16,600</b>
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#### **YEAR THREE**

- Three-day Institute for entire school staff – summer  
Estimated costs, not including **\$30 per participant** materials fee\* 12,100
- On-site follow-up at each school during school year  
Estimated costs 4,400

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<b>ESTIMATED TOTAL YEAR THREE</b>	<b>16,500</b>
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<b>ESTIMATED TOTAL THREE-YEAR IMPLEMENTATION</b>	<b>**63,600</b>
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\* **Materials costs** will vary depending on number of school staff, but average \$3500-\$4000 over the three-year implementation period

\*\* **The A+ Schools Program contributes approximately \$5,000** in services and materials over the three-year implementation period.

### **2. BOARD AND LODGING FOR SCHOOL STAFF**

If schools choose to do a residential Institute, board and lodging is additional to the above costs listed for the Institute. For budgeting purposes, for the five day institute, estimate \$90 per day, \$450 total, for each person attending. This is the rate for double occupancy of hotel rooms and includes all meals and breaks during the five days.

### **3. SUPPLIES AND MATERIALS FOR SCHOOL STAFF**

The cost of supplies and materials is charged at a per person rate per Summer Institute and Conference and is estimated at \$50 for Year One and \$30 each year for Years Two and Three. This includes the A+ Institute Handbook, workshop materials and general conference supplies. Schools should calculate this cost based on the number attending and add this to the total costs.

### **4. MILEAGE, TRAVEL EXPENSES, AND STIPENDS FOR SCHOOL STAFF**

Other budget items paid with school funds could include reimbursement for mileage and travel expenses, and payment of stipends to those attending the Institute, based on the usual policy of each school.

Other costs to the school after the Summer Institute are the expenses of participating in Network activities. While all registration costs for meetings are a Network benefit, the school should budget for travel and expenses as follows:

## **NORTH CAROLINA NETWORK ACTIVITIES**

### **TIMELINE**

1. Fall – Statewide A+ Principals and Coordinators Meeting
  - a. Attended by A+ principals and coordinators from each school
  - b. A+ Mini-Institutes – 1-day training for teachers who are new to your A+ School, or who were unable to attend summer Institutes
2. Spring – Statewide or Regional A+ Principals and Coordinators Meetings in 3 regions of North Carolina

### **COSTS**

1. Costs Covered by A+ Schools Network funds:
  - a. Costs of the Network meetings, including facilitation by the Program staff (Program Director, and A+ Fellows), meeting space, materials and lunch
  - b. Professional Development costs of the Mini-Institutes, including trainers, meeting space, materials and lunch
  - c. Costs for substitute teachers
2. Costs Covered by each A+ School:
  - a. Travel expenses to attend Network meetings
  - b. Costs for teacher stipends
3. Other Costs:
  - a. Summer A+ Network Conferences – Held annually in North Carolina, these Conferences bring together representatives from A+ Schools across the state to share “best practices,” networking and professional development opportunities. Registration costs for these events are dramatically reduced for A+ Schools as a Network benefit, and generally cover a portion of meals and supply costs. A+ also works with schools to find affordable lodging in the Conference area.